

■ APPENDIX XVII

POST & COPS Field Training Model Comparisons

COMPARISON OF POST AND COPS FIELD TRAINING MODELS

Program Elements	POST Model	COPS Model
1. Program Function and Control	General Law Enforcement Uniformed Patrol Duties	Same
2. Trainee Requirements	Completion of the Regular Basic Course (Academy)	Same + Problem-Based Learning (PBL) orientation
3. Program Duration	10-week minimum (Average ~ 14 wks.)	15 weeks
4. Program Content	Mandated topics and tasks covered in field training program guide.	Substantive Topics & Core Competencies covered in learning matrix.
5. Orientation/Integration	One-week minimum in classroom and/or ride-along without evaluation.	One-week integration phase without evaluation to prepare trainee for program.
6. Program Oversight	Supervisor/Administrator/Coordinator (SAC) appointed by department head.	Same
7. SAC Training	POST-certified, 24-hour SAC Course	Same
8. Training Officer Criteria & Selection	Field Training Officers (FTOs) must have a POST Basic Certificate; minimum of one year patrol experience; and be selected based upon an agency specific selection process.	Same for PTOs (Police Training Officers)
9. FTO/PTO Training Requirements	40-hour, POST-certified FTO Course based on POST model covering required training topics found in POST regulations	40-hour, POST-certified PTO Course based on problem-based learning (PBL) model covering required training topics
10. Trainee Supervision	Trainee shall be under the direct and immediate supervision of a qualified training officer at all times except while temporarily assigned to non-enforcement, specialized functions.	Same

Program Elements	POST Model	COPS Model
11. Trainee Deployment Status	Training car should not be considered a two-man unit. Call requiring two officers should result in 2 nd unit dispatched.	Same
12. Rating/Evaluation Frequency by FTO/PTO	Daily Observation Reports or Daily Training Notes with weekly Progress Reports	Daily Journaling with weekly Coaching and Training Reports
13. Additional Levels and Methods of Performance Evaluation	Supervisor's Weekly Report (only if DORs are not reviewed and signed); End of Phase Reports; program guide sign-offs; agency-constructed tests and/or scenarios; written reports, calls for service, etc.	Supervisor review of weekly Coaching and Training Report; Problem-based Learning Exercises (PBLEs); Neighborhood Portfolio Exercise (NPE); learning matrix; Board of Evaluators (BOE)
14. Review of Training Officer Performance	Trainees shall complete an evaluation of each assigned training officer at the end of the program. SACs shall provide an annual evaluation of training officer performance as a TO	Same
15. Review of Training Program	Trainees shall complete an agency-developed evaluation of the overall effectiveness of the program.	Same
16. Competency Attestation	A FTO must attest to each trainee's competence and successful completion of the program. Department head or designate must concur and sign form.	Same
17. Submission for POST-Approval	Department Head must complete POST Form 2-229 and submit an agency plan (including field training guide, selection process for FTOs, any applicable GOs, etc.) for approval by POST.	Same

Program Elements	POST Model	COPS Model
18. Program Extension and/or Remediation	Program should be flexible to allow for remedial training and phase extension(s) based on continued improvement of performance.	Program is flexible and includes remedial training (Prescriptions) as integral part of the program. “Failing forward” concept is central to training philosophy.
19. Evaluation Only Phase (“Shadow”)	Last week of training program; minimal to no training, evaluation only. Feedback should follow each call for service or activity	One week mid-term evaluation and one week final evaluation completed by independent evaluator (not a current or previously assigned PTO to trainee). Evaluation is primary purpose but learning continues
20. Program Rotation Between Training Officers	<div>FTO</div> <div><div><div>1st</div><div>2nd</div><div>3rd</div><div>1st</div></div><div><div>(1)+ 4</div><div>4</div><div>4</div><div>1</div></div></div> <div>(14-week program)</div>	<div>PTO</div> <div><div><div>Int.</div><div>1st</div><div>MTE</div><div>2nd</div><div>FTE</div></div><div><div>1</div><div>6</div><div>1</div><div>6</div><div>1</div></div></div> <div>(15-week program)</div>